

Notice of meeting of

Staffing Matters & Urgency Committee

To: Councillors Waller (Chair), Runciman (Vice-Chair),
Alexander, Fraser and Gillies

Date: Monday, 10 January 2011

Time: 12.00 pm

Venue: The Guildhall, York

AGENDA

1. Declarations of Interest

At this point, Members are asked to declare any personal or prejudicial interests they may have in the business on this agenda.

2. Exclusion of Press and Public

To consider the exclusion of the press and public from the meeting during consideration of the annexes to agenda item 5 (Redundancy), on the grounds that they contain information relating to individuals and the financial affairs of particular persons. This information is classed as exempt under paragraphs 1, 2 and 3 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by The Local Government (Access to Information) (Variation) Order 2006).

3. Minutes (Pages 3 - 6)

To approve and sign the minutes of the meeting of the Staffing Matters & Urgency Committee held on 20 December 2010.

4. Public Participation

At this point in the meeting members of the public who have registered their wish to speak regarding an item on the agenda or an issue within the Committee's remit can do so. The deadline for registering is **5.00 pm on Friday, 7 January 2011.**

5. Redundancy (Pages 7 - 8)

This report advises Members of the expenditure associated with the proposed dismissal of a number of employees on the grounds of redundancy. Details of the individual cases will be circulated to Members at the meeting.

6. Any Other Matters which the Chair decides are urgent under the Local Government Act 1972.

Democracy Officer:

Name: Fiona Young

Contact details:

- Telephone – (01904) 551027
- E-mail – fiona.young@york.gov.uk

For more information about any of the following please contact the Democracy Officer responsible for servicing this meeting:

- Registering to speak
- Business of the meeting
- Any special arrangements
- Copies of reports

Contact details are set out above.

About City of York Council Meetings

Would you like to speak at this meeting?

If you would, you will need to:

- register by contacting the Democracy Officer (whose name and contact details can be found on the agenda for the meeting) **no later than 5.00 pm** on the last working day before the meeting;
- ensure that what you want to say speak relates to an item of business on the agenda or an issue which the committee has power to consider (speak to the Democracy Officer for advice on this);
- find out about the rules for public speaking from the Democracy Officer.

A leaflet on public participation is available on the Council's website or from Democratic Services by telephoning York (01904) 551088

Further information about what's being discussed at this meeting

All the reports which Members will be considering are available for viewing online on the Council's website. Alternatively, copies of individual reports or the full agenda are available from Democratic Services. Contact the Democracy Officer whose name and contact details are given on the agenda for the meeting. **Please note a small charge may be made for full copies of the agenda requested to cover administration costs.**

Access Arrangements

We will make every effort to make the meeting accessible to you. The meeting will usually be held in a wheelchair accessible venue with an induction hearing loop. We can provide the agenda or reports in large print, electronically (computer disk or by email), in Braille or on audio tape. Some formats will take longer than others so please give as much notice as possible (at least 48 hours for Braille or audio tape).

If you have any further access requirements such as parking close-by or a sign language interpreter then please let us know. Contact the Democracy Officer whose name and contact details are given on the order of business for the meeting.

Every effort will also be made to make information available in another language, either by providing translated information or an interpreter providing sufficient advance notice is given. Telephone York (01904) 551550 for this service.

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Yeteri kadar önceden haber verilmesi koşuluyla, bilgilerin terümesini hazırlatmak ya da bir tercüman bulmak için mümkün olan herşey yapılacaktır. Tel: (01904) 551 550

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Holding the Executive to Account

The majority of councillors are not appointed to the Executive (38 out of 47). Any 3 non-Executive councillors can 'call-in' an item of business from a published Executive (or Executive Member Advisory Panel (EMAP)) agenda. The Executive will still discuss the 'called in' business on the published date and will set out its views for consideration by a specially convened Scrutiny Management Committee (SMC). That SMC meeting will then make its recommendations to the next scheduled Executive meeting in the following week, where a final decision on the 'called-in' business will be made.

Scrutiny Committees

The purpose of all scrutiny and ad-hoc scrutiny committees appointed by the Council is to:

- Monitor the performance and effectiveness of services;
- Review existing policies and assist in the development of new ones, as necessary; and
- Monitor best value continuous service improvement plans

Who Gets Agenda and Reports for our Meetings?

- Councillors get copies of all agenda and reports for the committees to which they are appointed by the Council;
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City of York Council

Committee Minutes

MEETING	STAFFING MATTERS & URGENCY COMMITTEE
DATE	20 DECEMBER 2010
PRESENT	COUNCILLORS WALLER (CHAIR), RUNCIMAN (VICE-CHAIR), ALEXANDER, FRASER AND GILLIES

29. DECLARATIONS OF INTEREST

Members were invited to declare at this point in the meeting any personal or prejudicial interests they might have in the business on the agenda.

Cllr Alexander declared a personal interest in agenda item 6, 7 and 8 (Minutes 34, 35 and 36 refer), as a member of the GMB.

Cllr Fraser declared an interest in the same items, as a member of the retired section of UNISON and the retired section of Unite (TGWU/ACTS sections).

30. EXCLUSION OF PRESS AND PUBLIC

RESOLVED: That the press and public be excluded from the meeting during consideration of the annex to Agenda Item 8 (Redundancy), on the grounds that it contains information relating to individuals and to the financial affairs of particular persons, which is classed as exempt under paragraphs 1, 2 and 3 of Schedule 12A to Section 100A of the Local Government Act 1972 (as revised by The Local Government (Access to Information) (Variation) Order 2006).

31. MINUTES

RESOLVED: That the minutes of the Staffing & Urgency Committee meeting held on 6 December 2010 be approved and signed by the Chair as a correct record.

32. PUBLIC PARTICIPATION

It was reported that there had been no registrations to speak at the meeting under the Council's Public Participation Scheme.

33. ACQUISITION OF AN INDUSTRIAL UNIT AT BIRCH PARK

Members considered a report which sought approval to add £525k to the 2010/11 Capital Programme, to enable the Council to acquire premises at

Unit 4, Birch Park and lease them to the York Museums Trust (YMT) for the provision of additional storage space.

The matter had been referred to the Committee following consideration by Council on 9 December of a recommendation made by the Executive on 16 November to add this sum to the Capital Programme. This followed representations made to the Council meeting by the current tenant of the premises, stating that he had bid to buy the unit and that its purchase by the Council would force the closure of his business. Further details of the background to this issue were circulated to Members at the meeting.

It was noted that the original report to Executive had contained information obtained and supplied in good faith by YMT, indicating that the current tenant was re-locating his business to Leeds.

RESOLVED: (i) That no action be taken by Officers to progress the inclusion of £525k in the Capital Programme in order to acquire the premises at Birch Park mentioned in the report.

(ii) That Officers work with both York Museums Trust and Joshua Barrington / Technoprint to meet their accommodation requirements and the retention of employment in York.¹

REASON: To enable the matter to be resolved in commercial arena, as is appropriate in the circumstances.

Action Required

1. Take action to work with Joshua Barrington/Technoprint CC as agreed

34. CHIEF OFFICER PAY - INFORMATION ONLY REPORT

Members received a report which informed them of the outcome of an analysis of the Council's current pay rates for Chief Officers.

The current grading structure for the Chief Executive was from £130k to £145k, which was around average for Unitary Chief Executives but low when compared to the regional picture. For Directors, the current structure was from £88,080 to £102,766, which was in the lower quartile for City Strategy, C&NS and CBSS roles. Chief Executive pay levels had not changed since October 2007 and Director pay levels had not changed since April 2008. Market data for Assistant Director roles showed that the current pay structure did not appear to be aligned to the market.

It was noted that the pay multiples for all Chief Officer roles in York were well below the 20 to 1 maximum pay multiple examined by the government's Fair Pay Review in their interim report. The final report, due in March 2011, would provide recommendations in respect of this and the other issues discussed in the interim report.

RESOLVED: That the report be noted.

REASON: For information.

35. CHIEF OFFICER PAY PROGRESSION

Members considered a report which proposed changes to the progression of Chief Officer pay, in order to link incremental progression to performance.

During the discussion, a proposal was put forward that Assistant Director pay be reduced from the current Chief Officer Group 10 grade to Chief Officer Group 9.

The Committee discussed the proposal and agreed to receive a full report on its financial and non-financial implications.

RESOLVED: (i) That consideration of the report on performance related pay be deferred.

(ii) That a report be received on 7 February 2010 setting out the implications of reducing Assistant Directors' pay to Chief Officer Group 9¹

REASON: To enable all implications, including the financial impact and risks, and potential savings, to be properly explored and presented.

Action Required

1. Prepare report for 7 February meeting containing the required information CT

36. REDUNDANCY

Members considered a report which informed them of the expenditure associated with the proposed dismissal of an employee on the grounds of redundancy.

Details of the case, and its implications, were circulated at the meeting as an exempt annex to the report. The case concerned a voluntary redundancy and no discretionary enhancement was proposed.

RESOLVED: That the expenditure associated with the proposed dismissal of the employee on the grounds of redundancy, as detailed in the annex, be noted.

REASON: In order to confirm that the Committee has been informed of this expenditure.

A WALLER, Chair

[The meeting started at 12.00 pm and finished at 12.45 pm].



Staffing Matters and Urgency Committee**10th January 2011**

Report of the Director of Customer and Business Support Services

Redundancy**Summary**

1. This report advises Staffing Matters and Urgency Committee of the expenditure associated with the proposed dismissal of a number of employees on the grounds of redundancy.

Background

2. The background and detailed case surrounding each proposal is contained in the individual business case attached as annexes to this report.

Consultation

3. All of the proposed redundancies have been subject to consultation in accordance with the Council's statutory obligations.

Options

4. The Committee has the power within the Council's procedures to approve discretionary enhancements to redundancy and/or pension payments. The Committee does not have the power to make lower payments. By law the decisions as to whether or not to make an employee redundant rests with the Chief Executive or Officers nominated by her.

Analysis

5. The analysis of each proposal can be found in the respective business case.

Corporate Priorities

6. The actions being proposed in this report are designed to support the Council's corporate priority "Effective Organisation" and are consistent with the required outcomes of the More 4 York programme.

Implications

7. The implications of each proposal can be found in the respective business case.

Risk Management

8. The specific risks associated with each proposal and how they can be mitigated are contained in each business case. In summary, the risks associated with the recommended option are financial, legal, operational and reputational.

Recommendations

9. Staffing Matters and Urgency Committee is asked to:
- 1) Note the expenditure associated with the proposed dismissal of the employees on the grounds of redundancy detailed in the annexes.

Reason: In order to provide an overview of the expenditure.

Contact Details

Author:

Chris Tissiman
Head of Strategic Workforce Planning
and Resourcing (Designate)
Human Resources
Ext 1715

Chief Officer Responsible for the report:

Ian Floyd
Director of Customer and Business Support Services
Report Approved **Date** 31st December
2010

Ian Floyd
Director of Customer and Business Support Services
Report Approved **Date** 31st December
2010

Specialist Implications Officer(s):

Wards Affected: *List wards or tick box to indicate all*

All

For further information please contact the author of the report

Background Papers:

None

Annexes

Individual Business Cases